TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO AIR TRANSPORT LOCAL 556

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Executive Board Meeting
May 8, 9 & 10, 2007
Synopsis

Tuesday May 8, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Mark Torrez, Kyle Whiteley, Susan Kern and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for personal reasons.

The Chair noted that Thom McDaniel and Gayle Ross would be excused to give the Union presentation to New Hire Flight Attendant Class #232 that afternoon. It was also noted that many Board Members would be involved in the Southwest Airlines Accident Response Drill which was scheduled for the following day.

Susan Kern led the Board in reciting the **Pledge of Allegiance**.

Brett Nevarez read aloud the **TWU International Membership Pledge**.

Thom McDaniel submitted the **President's Report**:

> *Thom McDaniel reported that he has had a very full schedule since the last Executive Board meeting. Thom attended the Executive Board World Tour and Membership Meetings in 5 of the 7 cities including Dallas, Houston, Orlando, Oakland, and Phoenix and missed Baltimore and Chicago due to his role in the Open Time Manipulation Arbitration. Thom reported that the Members seemed very happy to have the opportunity to talk with Executive Board Members and were excited the new services and opportunities being offered by the Union. Thom extended his thanks to Michael Massoni who took his place in Baltimore and Chicago, Kyle Whiteley for his blog work and thanked the Executive Board Members who participated in the World Tour Event and the Members who welcomed us with open arms. It should be noted that Gayle Ross and Cuyler Thompson attended every World Tour City and deserve our thanks. The Membership is looking forward to the Scheduling Committee listening tour in June. The Open Time Arbitration was completed on May 2. There will be a more detailed update in the Grievance Report; however Thom did express disappointment at the tactics and case presented by Management. If this is any*

indication of how Negotiations will be conducted, our Members must prepare to remain United for a long bargaining period. Due to the Open Time Arbitration, Thom was unable to attend the SWA Labor Summit, the Southwest Airlines Quarterly earnings briefing, and the Class 231 New Hire Presentation and thanked Stacy Martin and Gwen Dunivent for attending in his place. Thom reported that the Office and Grievance Staff are doing well. During a Staff Meeting held on May 1, the Staff requested additional help, so Thom will be asking the Board to consider that request especially for times when the Grievance Staff is preparing for Executive Board Meetings. Thom is currently conducting Staff evaluations for the first quarter of 2007 and will report back to the Executive Board in June. Thom is currently in the process of seeking an Administrative Assistant for the Office as directed by the Executive Board. The process has been slowed somewhat by his busy travel schedule the past month. Thom notified the Executive Board that he and Gayle Ross would be doing the 232 New Class Presentation at 3:00 that day. Thom thanks everyone who attended the New Hire Dinner the previous evening. The New Class seems very excited about being part of TWU Local 556 and Southwest Airlines. Thom reported that there has been an excellent response to the Paul Gaynor and Shanna Martin Scholarship opportunities. He will be meeting with the Scholarship Committee as soon as possible to determine the recipients and will notify the Executive Board when the decisions have been made. Thom will be attending the National Transportation Day of Action in Washington D.C on May 17 along with Portia Reddick-White, Michael Massoni, Gwen Dunivent and several Local 556 Members who are volunteering their time. The purpose of the event is for all Labor Unions representing transportation workers to lobby Congress about specific transportation issues that affect our Members. Thom continues to work closely with the Executive Board, Grievance Staff, and Company on many ongoing and new projects and extended his thanks to the Executive Board for their hard work in representing our Members.

Brett Nevarez presented his report as **Board Member at Large**. There was no written report submitted. There was discussion.

Board Members applauded Co-Chair Kyle Whiteley for his outstanding work on the Scheduling Committee and his efforts to improve the quality of our Members' Schedules. Brett Nevarez and Jill van der Werff reported that Kyle had flown to Dallas, at Scheduling Committee Co-Chair Lisa Trafton's request, on short notice and on his scheduled day off, to help Lisa with difficulties that she was having with the Management of the Inflight Planning Department during the monthly Line-Writing. Kyle reported that the problem had been handled successfully.

Brett Nevarez presented the **Drug and Alcohol Abuse Committee Report**. There was no written report submitted.

Cuyler Thompson submitted the **Baltimore Domicile Report** for Domicile Executive Board Member Lucy White-Lehman:

Cuyler Thompson presented the May BWI Base Report for Lucy White-Lehman. The Base has been quiet with only 1 fact finding meeting and 1 Step 2 meeting scheduled since last month. The fact finding meeting was regarding a Unaccompanied Minor (UM) that was deplaned in the wrong city, which resulted in a letter of warning. The Step 2 meeting was regarding being late to the gate and a uniform violation. The Step 2 resulted in a settlement for the Flight Attendant. April Unity Magazine was distributed on April 26th. The red rack has been revamped with new signs and a contract calendar countdown developed by Ali Bahreman. BWI Welcome Cards and unions pins were distributed to all New Hires on May 1st. Lucy assisted the Colonial Insurance Representatives on May 1st and May 2nd in the Flight Attendant Lounge. The enrollment process *has been slow in BWI because of the amount of Probationary Flight Attendants. Lucy will try to get a Shop Steward in the lounge for 1 additional day to make sure Flight Attendants are aware that the Colonial Representatives are in the lounge.*

Cuyler Thompson reported that Baltimore Shop Steward Ali Bahreman, at Lucy's request, had taken on the task of reorganizing and maintaining the Union's Red Rack. Cuyler presented pictures of the newly improved Rack. Board Members admired Ali's work on the Red Rack.

Gwen Dunivent submitted the **Dallas Domicile Report**:

I am happy to report for the first time this year that there are no new faces on the leadership team this month in Dallas, and the new people seem to be settling in. We have had several issues come up, mainly with Unaccompanied Minors. I have done several meetings associated with UM mishandling, and the Base Leadership continues to issue letters with the threat of "up to and including termination" for the next offense in them. The optional insurance opportunities are very popular in Dallas, and word of mouth seems to be the most effective sales tool. A recurring complaint that I hear is about the Buddy Pass program and the inability of Flight Attendants with five weeks vacation to qualify. Thom and I will be meeting with Mike Van de Ven on this issue next week. I have had the opportunity to attend some meetings here in Dallas due to other officers being out of town on the World Tour, and because of the Open Time Arbitration. On April 19th, Stacy and I attended the Labor Summit with the other Unions at Southwest. The Southwest Airlines Pilots Association (SWAPA) updated us on their negotiations and the dispatchers (SAEA) spoke about the Operational Command Center that is now infringing on their job duties. They will be going to Arbitration soon on this issue. Most exciting, the Pilot Instructors, SWAPIA, expressed a desire to join TWU, and we have since become involved in an organizing drive with this group that we are very optimistic about. Later that same day we attended the Report of Earnings to Labor, which was when I was able to approach Colleen and Mike about the Buddy Pass issues. I also represented us at the Turbulence Safety Action Team meeting, also known as TSAT. This was a fascinating briefing detailing four different turbulence events in which Flight Attendants were injured. The power point was de-identified, and included the weather maps, turbulence plots, pireps, and all relevant information that the pilots had in these events. Also included were all five crew members' IR's from each separate event. The conclusion from this meeting was that in the future, the pilots will start requesting a verbal affirmation from the Flight Attendants when they are indeed seated, after receiving instruction from the cockpit to discontinue service and sit down. I also attended the Health and Safety Committee meeting with Gayle, where we discussed the Emergency Response Drill, and the upcoming Safety Committee meeting we will be attending with the Company on Friday. And, finally, I was privileged to be included in the presentation to the New Hire class. I absolutely loved this opportunity to address the new Flight Attendants about the importance of COPE. I would love to go again any time I am needed. Participating in all these meetings was very educational and informative. All publications are distributed and the glass case and red rack are updated.

Jill van der Werff presented the **Houston Domicile Report**. There was no written report submitted.

Susan Kern presented the **Orlando Domicile Report**. There was no written report submitted.

Brett Nevarez left the Meeting at 0930.

Kyle Whiteley submitted the **Chicago Domicile Report**:

The Chicago Lounge is under construction again, and it should be completed before the end of August. The new liquor drop has been ordered for the "A" concourse, and will be available to our Flight Attendants as soon as it arrives. We have had a few meetings in the base this past month. More than one of the meetings was a total farce, and, as such, no discipline was issued. The one mentioned involved how long it took to clean-up a vomit, and whose job it was to clean the mess. The Crew Members had no problems doing the work, but were somewhat hampered by Ground Ops. I believe we need to better educate whose job it is to handle these last minute situations, including medical waste after an apparent death in flight as well as when is too much, too much. Colonial Insurance sign-ups are going well. We have had a much better response during the afternoon. Simon was uncomfortable making reservations to allow them to enter the secured area of the airport, thus they are being escorted everyday. I will be doing a lounge mob over the last 4 days of the sign-up period. Crew Members in Chicago have repeatedly told me that our Supervisors are only coming to the aircraft to say hello, and have not seen them help clean the planes or even offer to board so that one of them may make a food run for the Crew. We have had reports that luggage that was locked up in the Company provided storage areas has been stolen. The Flight Attendant that reported this theft felt that bolt cutters would have had to have been used, as they were locked up with a heavy duty lock and chain. I have spoken to Simon about this situation, and will publish something in the next UNITY.

Brett Nevarez returned to the Meeting at 0940.

There was discussion regarding the perception that Domicile Executive Board Members were not being notified by the Locals' Grievance Staff when Fact-Finding Meetings occur in their respective Bases.

Mark Torrez submitted the **Oakland Domicile Report**:

Mark began his report by confirming that the TWU World Tour went well in OAK. Attendance seemed to be low due to the location of the lounge. While the Flight Attendant Lounge is still the best place to catch the most Flight Attendants, many now bypass it when checking in for their trips. Unfortunately, some information was given by the Colonial Insurance Representative that later proved to be inaccurate. This caused problems the following week when the enrollers were in the lounge. OAK Flight Attendants were hesitant to enroll due to the discrepancy of information. Three key differences were as follows: in order to get the disability insurance, the OAK Flight Attendant has to also purchase the accident insurance, the disability insurance is capped at $500, and the cancer exclusions were different that we originally were told. Therefore enrollment is going very slow, only three Flight Attendants enrolled in the first two days.
Mark continued his report saying that there have been several Fact Finding and Step 2 meetings however, he doesn't know exactly how many. OAK Flight Attendant Greg Hofer, observed line writing this month and expressed his thanks to the Scheduling Committee for allowing him to do this. Mark would like to thank Eugene Yu and Allyson Parker-Lauck for distributing Unity Magazine. Further Mark reported that his meeting with Base Manager Doreen Warner was very productive this month. She relayed information on all of the new Supervisors. They are as follows: Carolene Goulbourne from British Airways and North American, Gary Zalinski from SWA Inflight, Susan Trommer from American Airlines, Peter Segior from RNO Ops, Cathleen Ricther from Northwest Airlines, Chris Melcore from SWA Customer Service, and Mark Maasa from Delta Airlines. They discussed the issue of extra mailboxes and she is going to order new folders and going to update the mailbox system. Mark has asked Doreen to acquire Satellite Base information from her friend who is a Base Manager at Delta Airlines. Doreen has agreed to share this information when she gets it. She also updated Mark on plans for the new lounge. There will be bag storage space, and larger refrigerator, but no restroom or quiet space as the

OAK Flight Attendants have requested. Finally, they did a final airport walk thru to determine the final location of the liquor drop as their previous proposals were denied by the Port of Oakland. It will be placed in a cabinet behind the Customer Service Counter by Gate 24. Mark continued his report by announcing that two more Shop Stewards have been elected in OAK. Boris Kurz and Reg Lux are both excited to get involved on a higher level with our Local. His focus during lounge mobilizations has been the airport facility and the size of the OAK base. He thanked Gayle Ross for helping him update his Glass Case and his Red Rack is up to date. Mark concluded his report by stating that he will be attending the SWA OAK Safety Meeting on May 17, his CLC meeting on June 4, and he will be hosting the CSC meeting in September.

Brett Nevarez made a **motion** to provide refreshments for the September California State Conference (CSC) Meeting hosted by TWU Local 556. Gayle Ross **seconded** the motion. The motion **carried**.

Michael Broadhead presented the **Phoenix Domicile Report**. There was no written report submitted.

The Board took a break at 1005 and reconvened at 1025.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Mark Torrez, Kyle Whiteley, Susan Kern and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for personal reasons.

Thom McDaniel presented the **COPE Committee Report**. There was no written report submitted.

Gayle Ross presented the **Health Committee Report**. There was no written report submitted.

Michael Massoni submitted the **Safety Committee Report**:

Currently the Safety Team has the following open and/or resolved action items:
Aviation Safety & Health Data Base (ASHDI) – Reports Under Review = 3:

Report	*Acceptance Deadline*	
ASHDI 1504 (CRM GROUND OPS/IFSCHEDULING)	*Thurs*	*06/28/2007*
ASHDI 1509 (TURBULENCE)	*Fri*	*07/06/2007*
ASHDI 1514 (MX / CRM)	*Mon*	*7/16/2007*

ASHDI Incident Reports received to date:
All Sponsor Unions / TWU = 1899+ / 162
Accepted Reports to date (TWU) = 124
See Attached Detail
Southwest Airlines Event Notification System (ENS)
Fielded Events for Period:
04/07/07 through 05/04/07 = 67   Emergencies Declared = 21
ALL OF 2007 to Date = 331
ALL OF 2006 = 858
Standing / Scheduled Meetings:
Friday May 11th, 2007 @ 12:00 CDT – Health and Safety/Security Coordination (HASC) with Inflight, Inflight Training and Corporate Safety
TUL FULL-SCALE EMERGENCY RESPONSE EXERCISE May 9, 2007 pre exercise information:

Goal: To provide an interactive training experience for Southwest HDQ, TUL Station, and Local TUL area Emergency Responders. This exercise will focus on the exchange of critical information and coordination in responding to an accident. Scope: This exercise will be carried out in conjunction with the TUL Tri-Annual Drill which will provide a more realistic experience for all parties. The scenario and response will unfold "real time" with minimal pre-staging or compressing of events. Corporate Response - All Emergency Response Teams at Headquarters and designated Reservation Centers will activate, set up emergency response work locations, and work through a scenario. The Go-Team will launch to TUL. Additional participants/observers may include American Red Cross, the NTSB, United Behavioral Health and Douglass Airline Funeral Services. TUL Station Response - The Station will activate and respond to the scenario with the facilitation and support of (Station Emergency Programs) SEP Exercise Directors "coaching" along the way. This exercise will satisfy the TUL Airport's Tri-Annual drill requirements with the FAA. There will be 40+ local agencies participating. A partial list includes: TUL International Airport Responders, Oklahoma Air National Guard, Tulsa Area Emergency Management Agency, six local hospitals, Emergency Medical Services Authority, Federal Aviation Administration, Tulsa Transit Authority, Tulsa Health Department, American Red Cross, Salvation Army, and 100+ SWA Employees as passenger/friend & family volunteers Pre-Exercise Preparation: Please ensure your Team's calendar is blocked for Wednesday, May 9 from 8:00 a.m. - 5:00 p.m. (the Go-Team is blocked until 7:00 p.m.). The Exercise should not be a surprise. All primary Team members should plan to participate and alternates should only participate in the absence of a primary. Ensure you have the correct version of your Emergency Procedures Manual (EPM) dated 12/15/06. The Notification List, Chain of Command (Org Chart), and HDQ Maps are updated quarterly and should be dated 3/30/07. You can access and print these updated materials by going to your Novell Application Launcher, click on the EPM (red Manual) icon, access the listed bookmarks and select print (print Org Charts in color). Employees will be notified via Today@SWA on 5/8/07 about the Exercise on 5/9/07.
Go-Team should dress comfortably (no heels). Activation: Although your calendars are blocked for the full day, the Exercise will not begin until you receive your notification call. Dialogic-NXT, the automated notification system, will be used to initiate the Exercise. Remember that it will now call all Team members (including your manual Team Call Trees). If Dialogic-NXT gets your voicemail, it will contact your alternate, and you will not get the Exercise message. Coordinate with your alternate for details and self activate. If we experience technical difficulties with Dialogic-NXT, we will shift back to a manual Dispatch notification process and you will be responsible for activating your manual Team Call Trees. If you do not receive a Dialogic-NXT call by 10:00 a.m., please self activate to your emergency response work location to respond. Be sure you're Southwest ID and Emergency Response badges (Go-Team only) are worn at all times. Visitors/observers will be identified by an appropriate name tag. HDQ Teams: Upon arrival at your emergency response work location, please open the Exercise envelope and read the instructions and details regarding unique Team roles for this Exercise. An additional copy of this document will also be included. Lunch will be provided for all Team members during this Exercise. Please send one representative to the University for People rooms 108 & 109 at 11:30 a.m. to pick up the amount of lunches you preordered for your Team. Departments should provide drinks on 5/9.Go-Team: Report to the University for People to check in after receiving your notification call. Lunch will be provided for the Go-Team. A Go-Plane will be positioned at the Maintenance Hangar and the Go-Team will walk to the Hangar and board together. Upon arrival in TUL, Go-Team Leadership will be given additional information which will guide you through the logistics of responding in TUL. The Go-Team will depart TUL at approximately 5:00 p.m. Game Rules: Exercise Directors will wear a black t-shirt with a heart logo for easy identification. If a real emergency occurs while we are conducting the Exercise, please communicate: "Real Time Emergency – Stop the Drill". Communicate with all Teams as necessary to complete your

tasks. Remember to preface all verbal communication with "this is a drill" when initiating conversations, and mark all work documents with "Emergency Response Exercise Only". If you have any questions about "how far to take it" or need clarification at any time during the Exercise, please call:

HDQ Exercise Hotline:	*Karie O'Keefe*	*214-632-9870*
	Dora Villarreal/Cami Simonis	*SDN 792-6035*
TUL Exercise Hotline:	*Sandee Glassett*	*972-333-5209*

Conclusion: The Exercise will officially end no later than 3:30 P.M. At the conclusion of the Exercise, please complete your Team Post Exercise Recap and deliver all Exercise work papers to the ER Department in Corporate Communications. A Post Exercise Review will be conducted with the Emergency Response Committee on June 14, at 8:00 A.M.

The 2007 Safety at Southwest Conference will be held Wednesday through Thursday June 13th & 14th. The TWU 556 Safety Team will be participating and represented by the following individuals: The National Safety & Health Coordinators and the following DEBM's or designee:

Stacy Martin	*HOU*
Gwen Dunivent	*DAL*
Justin Whittington	*MDW*
Crystal Rains	*HOU*
Mike Foley	*PHX*

There was discussion regarding the **TWU Local 556 Accident Response Manual**.

The Board discussed the response to the available **TWU Local 556 Scholarships**.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Co-Chair of the Eastern Region, Jean Chandler-Brooks:

Calls received 17
Calls involving pilots 2
Calls resolved favorably 16
Lori and I attended CISM training last week, and the experience was invaluable. I believe this encourages rapport between the committees. Thank you for allowing us to attend.

Cuyler Thompson submitted the **Uniform Committee Report** for Chair Karen Amos:

At this time there is no new information to pass on. The next Uniform Committee Meeting is in June so I will have an update for the Board in July.

Cuyler Thompson submitted the **Care and Concern Committee Report** for Chair Lucy White-Lehman:

Lucy sent twelve Care and Concern cards in April/May.

Michael Massoni presented the **Information Technology Committee Report**. There was no written report submitted.

Michael reported that the phone lines in the Union Office had not been in good working order for several days due to an accident caused by the Local Fire Department while testing the sprinkler systems in the building over the previous weekend.

Michael requested that Executive Board Members speaking with Members while sitting 'Emergency On-Call' record the notes of the conversations and the actions taken in the Laborsoft Grievance Database. Michael stated that this would aid the Grievance Staff when or if the Member requires more assistance.

There was discussion regarding the water damage to the Union's Local Office which had occurred as a result of testing of the sprinkler systems in the building over the previous weekend.

The Board discussed the office space which had been negotiated by Michael Massoni and Gayle Ross to house the Negotiating Team during the upcoming Contract Negotiations. Michael Massoni presented to the Board the First Amendment to the **Lease Agreement**.

Gwen Dunivent made a **motion** to accept the First Amendment to the Lease Agreement. Michael Broadhead **seconded** the motion. The motion **carried**.

Susan Kern presented the **Shop Steward Committee Report**. There was no written report submitted. Susan presented to Board Members copies of a DVD of the November 2006 Shop Steward Training and PowerPoint presentation. The DVD was designed and produced to aid Domicile Executive Board Members in the training of new Shop Stewards.

Brett Nevarez made a **motion** to provide each Shop Steward with a DVD copy of the November 2006 Shop Steward Training. Kyle Whiteley **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **Working Minutes of the April 2007 Executive Board** Meeting for the Executive Board to review. The Board reviewed the Minutes and made corrections.

The Board went to lunch at 1155 and reconvened at 1315.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Mark Torrez, Kyle Whiteley, Susan Kern and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for personal reasons.

The Board discussed the new **Short Term Disability Insurance** being offered through the Colonial Accident and Insurance Company to Members of TWU 556.

The Board discussed the **Critical Incident Stress Management (CISM) Committee**. The Board agreed that Michael Massoni would contact Mike Hafner and express to him the opinions of the Executive Board regarding the CISM Committee.

Gayle Ross, Treasurer, presented to the Board copies of the updated **TWU Local 556 2006-2007 Operating Budget** for review. There was discussion.

The Board discussed the van that was owned by the Local which had initially been purchased for the Negotiating Team during Contract Negotiations.

Thom McDaniel and Gayle Ross were excused to address **Flight Attendant New Hire Class #232** at the Inflight Training Department at Southwest Airlines Headquarters at 1430.

Michael Massoni chaired the Meeting.

The Board reviewed and updated the **TWU Local 556 Strategic Plan**.

The Board took a break at 1500 and reconvened at1530.

Board Members present were Michael Massoni, Stacy Martin, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Mark Torrez, Kyle Whiteley, Susan Kern and Jill van der Werff.

Thom McDaniel and Gayle Ross were excused to address Flight Attendant New Hire Class #232.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for personal reasons.

Michael Massoni chaired the Meeting.

The Board discussed Membership Meeting Agendas. The Board **agreed** that Kyle Whiteley would correct the wording on the website that refers to the **Membership Meeting Agenda**. The Board **agreed** that Michael Massoni would instruct Madeleine Howard to email a copy of the Membership Meeting Schedules to all Executive Board Members at the same time she faxes them to the Inflight Bases.

There was discussion regarding the rumors among the Flight Attendants of a **Leveraged Buy Out** (LBO) of the Southwest Airlines Company and how it could affect our Membership.

There was discussion regarding a recent report of a breach of Confidentiality by a Shop Steward. The Board **agreed** that Michael Massoni and Kyle Whiteley would contact the Shop Steward and address the issue.

The Board broke out into sub-groups at 1605 and returned to the Meeting at 1640.

Gwen Dunivent made a **motion** to recess until 0830 the following morning. Kyle Whiteley **seconded** the motion. The motion **carried**.

Michael Massoni recessed the Meeting at 1645.

Wednesday May 9, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Brett Nevarez, Gwen Dunivent, Michael Broadhead, Kyle Whiteley, Susan Kern and Jill van der Werff.

Lucy White-Lehman was excused for vacation.

Allyson Parker-Lauck was excused for personal reasons.

Mark Torrez was in transit.

Grievance Chair Denny Sebesta entered the Meeting at 0835. Denny submitted the **Grievance Committee Report**:

> ***GRIEVANCE MEETINGS***
> ***No Monthly Grievance Meeting was held with Management due to scheduling conflict.***
> ***May 11 –*** *Meeting scheduled with Brendan Conlon and Tim Chaffin to discuss the Scheduling Policy.*
> ***INTERNAL MEETINGS***
> **Mark, Thom and Denny met with Management for a final time to see if both parties could settle the Open Time grievances prior to the Arbitration on April 19 and 20.*
> ***GRIEVANCES***
> *As of Friday, May 3rd, the Union has a total of **110** active grievances.*
> ***TRAINING***
> *May 3 and 4 – Stacy, Gwen and Denny attended the Chicago Labor Law and Labor Arbitration Seminar.*
> ***UPDATE ON BOA / ARBITRATION CASES***
> *Arbitration - Group Grievances – 3047, 3062, 3085 and 3177 (Open Time Manipulation)*
> *Mark Richard and Denny*
> ***Held April 19, 20 and May 2***
> **As requested by Arbitrator Massey, both parties will meet to try and come to a resolution. A conference call is scheduled for June 7th at 2:00p.m. between the Arbitrator and both parties. This call is to update the Arbitrator on the status of a possible resolution. If none is forthcoming, the Post Hearing Briefs are due July 9th, and an additional 30 to 45 days for a decision.*

Jill van der Werff made a **motion** to proceed on a Grievance. Brett Nevarez **seconded** the motion.

Brett Nevarez **called for the question**. Kyle Whiteley **seconded** the motion. The motion **carried**.

The motion on the floor **carried**.

Brett Nevarez made a **motion** not to proceed on two Grievances. Michael Massoni **seconded** the motion. The motion **carried**.

Michael Massoni made a **motion** not to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **did not carry**.

There was discussion.

Michael Massoni made a **motion** to proceed on a Grievance. Stacy Martin **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to proceed on a Grievance. Gwen Dunivent **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** to proceed on a Group Grievance. Cuyler Thompson **seconded** the motion. The motion **did not carry**.

Allyson Parker-Lauck and Mark Torrez entered the Meeting at 0937.

Michael Massoni noted that the Southwest Airlines Accident Response Drill had begun at 0915 but the Union had not received the appropriate notification. The TWU Local 556 Go Team Members, Stacy Martin, Gwen Dunivent and Michael Massoni were excused at 0938 to participate in the drill.

Jill van der Werff made a **motion** not to proceed on a Group Grievance. Michael Broadhead **seconded** the motion. The motion **carried**.

The Board accepted a Conference Call at 0954 from Mike Van De Ven, Executive Vice President and Chief of Operations. Mike stated that the "courtesy" call served as notification to Thom McDaniel, as President of TWU Local 556 of the Accident Response Drill. Mike was informed that in accordance with established procedure, the Union's Go Team had been activated and that the Go Team had been established.

Jill van der Werff made a **motion** to table three Grievances. Brett Nevarez **seconded** the motion. The motion **carried**.

Thom McDaniel left the Meeting at 1007 to take a phone call from Go Team Member Gwen Dunivent.

Gayle Ross chaired the Meeting.

Thom McDaniel returned to the Meeting at 1010.

Thom McDaniel updated the Executive Board on the status of the Accident Response Drill.

Kyle Whiteley made a **motion** to proceed on a Group Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on three Grievances. Jill van der Werff **seconded** the motion. The motion **carried**.

The Board took a break at 1016 and reconvened at 1045.

Board Members present were Thom McDaniel, Gayle Ross, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Jill van der Werff, Michael Broadhead, Susan Kern, Kyle Whiteley, and Mark Torrez.

Michael Massoni, Stacy Martin and Gwen Dunivent were excused to participate in the Southwest Airlines Accident Response Drill.

Lucy White-Lehman was excused for vacation.

Denny Sebesta was a Guest at the Meeting.

The Board accepted a Conference Call from Go Team Member Gwen Dunivent at 1055. Gwen updated Board Members on the progress of the ongoing Southwest Airlines Accident Response Drill.

Allyson Parker-Lauck made a **motion** not to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Lyn Montgomery entered the Meeting at 1105 to discuss a Grievance with the Board.

A Grievant entered the Meeting at 1110 to discuss the merits of the Grievance with the Executive Board.

Lyn Montgomery and the Grievant were excused at 1125.

The Board accepted a Conference Call from Go Team Member Gwen Dunivent at 1133. Gwen updated Board Members on the progress of the ongoing Southwest Airlines Accident Response Drill.

Allyson Parker-Lauck made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion. The motion **carried**.

Allyson Parker-Lauck made a **motion** to proceed on a Grievance. Kyle Whiteley **seconded** the motion. The motion **carried**.

Jill van der Werff made a **motion** to proceed a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Gayle Ross made a **motion** to proceed on a Grievance. Michael Broadhead **seconded** the motion. The motion **carried**.

The Board went to lunch at 1200 and reconvened at 1320.

Board Members present were Thom McDaniel, Gayle Ross, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Jill van der Werff, Michael Broadhead, Susan Kern, Kyle Whiteley, and Mark Torrez.

Michael Massoni, Stacy Martin and Gwen Dunivent were excused to participate in the Southwest Airlines Accident Response Drill.

Lucy White-Lehman was excused for vacation.

Thom McDaniel reported on a phone call that he received from Gwen Dunivent during the lunch break and updated the Board on the progress of the ongoing Southwest Airlines Accident Response Drill.

Denny Sebesta and Grievance Staff Member Catherine Rea entered the Meeting at 1327 to discuss a Grievance with the Executive Board.

The Grievant entered the Meeting at 1348 to discuss with the Board the merits of the Grievance.

Catherine Rea and the Grievant were excused at 1435.

Jill van der Werff made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

Brett Nevarez made a **motion** not to proceed on a Grievance. Michael Broadhead **seconded** the motion. The motion **carried**.

Kyle Whiteley made a **motion** to proceed on a Grievance. Mark Torrez **seconded** the motion. The motion **carried**.

The Board took a break at 1513 and reconvened at 1530.

Board Members present were Thom McDaniel, Gayle Ross, Cuyler Thompson, Brett Nevarez, Allyson Parker-Lauck, Jill van der Werff, Michael Broadhead, Susan Kern, Kyle Whiteley, Gwen Dunivent and Mark Torrez.

Michael Massoni and Stacy Martin and were excused to participate in the Southwest Airlines Accident Response Drill.

Lucy White-Lehman was excused for vacation.

Gayle Ross updated the Board on the status of the new Short Term Disability Insurance being offered by TWU Local 556 through Colonial Accident and Insurance Company. Gayle reported that Colonial Insurance would be contacting our Members via broadcast phone call on that day and again the following week. Gayle reported that Colonial was willing to place enrollers in the Flight Attendant Lounges on weekends if Domicile Executive Board Member could arrange for them to be escorted. There was discussion regarding the differences between the insurance products that were eventually made available to our Membership and the products that were presented to the Executive Board by Colonial Representatives.

Gwen Dunivent updated Board Members on the progress of the ongoing Southwest Airlines Accident Response Drill. Gwen reported on her experiences and interactions as the Union Representative while participating in the drill and at the Southwest Airlines Pilots Association (SWAPA) Headquarters.

Gayle Ross reported to the Board on the home and auto insurance products which the Union may offer our Members in the near future.

Cuyler Thompson submitted the **Professional Standards Committee Report** for Western Division Chair Lori Powell:

Calls	*14*
Gone to Management	*1*
Resolved	*13*

There was discussion regarding the Professional Standards Committee.

Kyle Whiteley submitted copies of a comparison between the 1% and 5% four-day schedules built during the Line Writing for the June 2007 Flight Attendant Schedules and the **Scheduling Committee Report**:

> *The Scheduling Committee has had a very busy month, and there is a lot to report. Over Primary Line Writing, the Scheduling Committee members were asked to build both a reduced 4-day schedule at 5% and a second one at 1%. Initially we were very displeased with the results of the 1% schedule as it was written. There was a substantial amount of impurity, and the lines looked very poor. We had a conference call with Tim Chaffin, and he agreed to make the lines look much more like the 5%. We were able to make this happen, and the lines that were published to the Membership are very close to the cleanliness of the 5% reduced schedules. We accomplished this by making definitions of what we considered pure, consistent, inconsistent, 3-on, 3-off, as well as lines with one 48-hour break and two 48 hour breaks. We then took those numbers and mimicked the 5% lines to make a 1% schedule. This further reduction was accomplished by adding additional lines and reducing the number of Reserves in each base. This reduction will result in*

the Reserve Rotation flipping slower as fewer people will be sitting reserve each month. The lines ended up creating 75-80% of the lines being written pure, as covered under our new definitions. We are very excited to see how this schedule is received by our Membership, and believe that it is a strong step in getting relief from the packed lines of December–April. Below are the definitions we have created to help describe each type of line.
Pure
Consistent
Inconsistent
3 on – 3 off
1 – 48 hour break
2 – 48 hour breaks
Mark Torrez, the Oakland Domicile Executive Board Member and I have spoken at length regarding the pairings Oakland has been receiving and the completion time of their PM trips. Currently Oakland has 22 terminators this means there are a minimum of 66 Flight Attendants that must work these flights into base each night. We are going to put a memo out to the Oakland Flight Attendants once all the facts have been gathered to show them what is happening in their base. The issue in Oakland has been made worse with the Company eliminating a 2200 local Flight to LAX, where our Satellite Base Survey indicated the highest number of commuters reside. I have spoken to Tim Chaffin and he is going to speak with the Management in Schedule Planning to see if the later flight to LAX is going to return. If it is just used as a positioning flight, he did not expect that flight to return.

There was discussion.

Kyle Whiteley submitted copies to Board Members of TWU 556 Website Data for March and April 2007. There was discussion.

There was discussion regarding the relationship between the Leadership of TWU 556 and Southwest Airlines Management and the most recent Open Time Arbitration. The Board agreed to discuss the issue further the following day.

Kyle Whiteley was excused at 1655 to retrieve Lisa Trafton, Scheduling Committee Chair, from the airport.

Denny Sebesta and Lyn Montgomery entered the Meeting at 1657 to discuss a Grievance.

The Board conference called the Grievant at 1703 to discuss the merits of the Grievance.

Kyle Whiteley returned to the Meeting at 1735.

The conference call with the Grievant ended at 1736.

Lyn Montgomery was excused at 1738.

Kyle Whiteley made a **motion** to table discussion on a Grievance until the following day. Michael Broadhead **seconded** the motion. The motion carried.

By acclamation, the Executive Board recessed at 1740 until 0830 the following morning.

Thursday May 10, 2007

Thom McDaniel called the Meeting to order at 0830.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Jill van der Werff, Michael Broadhead, Gwen Dunivent, Susan Kern, Kyle Whiteley and Mark Torrez.

Lucy White-Lehman was excused for vacation.

Treasurer Gayle Ross presented the **March 2007 TWU Local 556 Financial Report**.

There was discussion.

Brett Nevarez made a **motion** to approve the March 2007 TWU Local 556 Financial Report. Kyle Whiteley **seconded** the motion. The motion **carried**.

There was discussion regarding the motions to amend the TWU Local 556 Bylaws which had been submitted by Members at the most recent round of Membership Meetings. The Board **agreed** that Cuyler Thompson, Recording Secretary, would not alter or make changes or corrections to the language of the proposed bylaw changes. The Board tabled further discussion and **agreed** that Cuyler would call Garry Drummond, TWU International Vice-President, on the next scheduled break to seek clarification regarding corrections to the language of the motions themselves but not the content of the proposed bylaw change.

The Board took a break at 0938 and reconvened at 0958.

Board Members present were Thom McDaniel, Michael Massoni, Stacy Martin, Gayle Ross, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Jill van der Werff, Michael Broadhead, Gwen Dunivent, Susan Kern, Kyle Whiteley and Mark Torrez.

Lucy White-Lehman was excused for vacation.

Houston Member Michael McNeil and TWU Local 556 Civil and Human Rights Committee (CHRC) Chair Portia Reddick-White were guests at the Meeting.

Michael and Portia gave a PowerPoint Presentation and presented to the Board copies of the CHRC Report. They reported on the history of the relationship between Civil and Human Rights (CHR) and Union Movements. Portia detailed the importance of community relationships within the Movement. Portia reported on the background and goals of the TWU CHRC and submitted copies of a postcard for the Domicile Executive Board Members to take back to the Flight Attendant Bases and distribute which solicits support from the U.S. Senate for the Employment Non-Discrimination Act (ENDA), a project of Pride At Work, AFL-CIO. Portia and Michael reported on the Martin Luther King Day Celebration that TWU had sponsored in Houston, Texas during which Members of our Local had helped to improve a park and purchase and construct a playground to benefit the children of the Houston S.H.A.P.E. Community Center (Self Help for African People through Education). Explained how our Members may contribute and volunteer to help the CHR Movement. Michael explained the background of the S.H.A.P.E. Community Center. Portia presented ideas of the TWU CHRC on how to involve our Shop Stewards and Membership in volunteering in their communities through projects sponsored by the CHRC. Portia would like for Members of the CHRC to travel to each of our Flight Attendant Lounges to encourage involvement and volunteerism in their communities through the CHRC. There was discussion.

Portia, as TWU International Legislative Representative, updated the Executive Board on current legislative issues relevant to Flight Attendants, Unions and our Membership.

Portia Reddick-White and Michael McNeil were excused from the Meeting at 1100.

Denny Sebesta and Lyn Montgomery entered the Meeting at 1103 to further discuss a Grievance.

Gwen Dunivent made a **motion** not to proceed on a Grievance. Jill van der Werff **seconded** the motion. The motion **did not carry**.

Susan Kern made a **motion** to table a Grievance. Brett Nevarez **seconded** the motion.

Cuyler Thompson was excused to accept a phone call from Garry Drummond, TWU International Vice-President at 1126 and returned at 1130.

The motion on the floor **carried**.

Denny Sebesta was excused at 1134.

Thom McDaniel left the Meeting at 1136.

Cuyler Thompson reported on his conversation with Garry Drummond regarding the motions to amend the TWU Local 556 Bylaws made by Members at the most recent round of Membership Meetings. The Board **agreed** that Cuyler would only make corrections to the language pertaining to the actual motion and not the content or language of the proposed bylaw changes.

Michael Massoni chaired the Meeting.

Michael Massoni presented copies to Board Members of *Further Delays in Implementing Occupational Safety and Health Standards for Flight Attendants Are Likel*y, as reported by the Federal Aviation Administration (FAA) and a Memorandum of Understanding between The Federal Aviation Administration U.S. Department of Transportation and the Occupational Safety and Health Administration (OSHA) U.S. Department of Labor.

Thom McDaniel returned to the Meeting at 1140.

Cuyler Thompson presented the **March 2007 Executive Board Meeting Synopsis** for review.

Allyson Parker-Lauck made a **motion** to approve the March 2007 Executive Board Meeting Synopsis as amended. Brett Nevarez **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April 2007 Executive Board Meeting Minutes** for review.

Allyson Parker-Lauck made a **motion** to approve the April 2007 Executive Board Meeting Minutes as amended. Kyle Whiteley **seconded** the motion. The motion **carried**.

Cuyler Thompson presented the **April 2007 Executive Board Meeting Synopsis** for review.

Allyson Parker-Lauck made a **motion** to approve the April 2007 Executive Board Meeting Synopsis as amended. Kyle Whiteley **seconded** the motion. The motion **carried**.

The Board went to lunch at 1245 and reconvened at 1330.

Board Members present were Thom McDaniel, Stacy Martin, Gayle Ross, Cuyler Thompson, Allyson Parker-Lauck, Brett Nevarez, Jill van der Werff, Michael Broadhead, Gwen Dunivent, Susan Kern, Kyle Whiteley and Mark Torrez.

Lucy White-Lehman was excused for vacation.

Michael Massoni was excused to attend to IT issues.

Thom McDaniel submitted one piece of **correspondence**.

Gayle Ross, **TWU Local 556 Secretary-Treasurer**, reported that she had sent letters to all Executive Board Members in which she tendered her resignation. Gayle expressed her willingness to help with the transition and training of the new Treasurer. Gayle stated that she would like to continue to help with UNITY publications, drug and alcohol and other health-related issues. Thom McDaniel thanked Gayle for her service to the Executive Board and to our Membership.

The Board discussed the applications for scholarships being offered to our Members by TWU Local 556 and TWU International.

Michael Massoni returned to the Meeting at 1336.

Allyson Parker-Lauck presented the **Publications Committee Report**. There was no written report submitted.

The Board discussed the July issue of UNITY Magazine.

Gwen Dunivent reported 120 people called the **TWU Local 556 Hotline** during the previous month.

The Board discussed the recent **Open Time Arbitration** and the possibility of mobilizing the Membership over the issue. The Board **agreed** that the four-page letter written by Thom McDaniel and posted on the TWU Local 556 Website, which summarized Union's and Management's cases as well as the arbitration itself, would be published in the June 2007 UNITY Update.

The Board **agreed** Thom McDaniel would discuss mobilizing the Membership over the Open Time Arbitration with Mark Richard, the Local's Strategic Advisor, and Jamie Horwitz, the Local's Public Relations Specialist.

Recording Secretary Cuyler Thompson noted that he would be on vacation during the June 2007 Executive Board Meeting. Jill van der Werff volunteered to record the Minutes of the Meeting.

Brett Nevarez made a **motion** to adjourn. Gwen Dunivent **seconded** the motion. The motion **carried**.

The Chair adjourned the Meeting at 1429.

To the best of my knowledge, these Minutes are an accurate account of these proceedings.

Cuyler Thompson
Recording Secretary, TWU Local 556